

Reporting in line with GRI

G3 Indicator	Description	Page
Profile		
1. Strategy and analysis		
1.1	Statement from senior decision maker	8 – 11
1.2	Description of key impacts, risks, and opportunities	8 – 11
2. Organisational profile		
2.1	Organisation's name	2
2.2	Major products	2
2.3	Operational structure and major divisions	2
2.4	Location of headquarters	2
2.5	Countries of operation	2
2.6	Nature of ownership	2
2.7	Markets served including geographic breakdown/sectors served/customers	2, 16 – 21
2.8	Scale of organisation including number of employees, net sales/revenues, total capitalisation	16 – 21
2.9	Significant changes during reporting period	18
2.10	Awards	2
3. Report parameters		
3.1	Reporting period	Inside front cover
3.2	Date of previous report	Inside front cover
3.3	Reporting cycle	Inside front cover
3.4	Contact point	Inside front cover
Report scope and boundary		
3.5	Process for defining report content	8 – 11
3.6	Boundary of the report	Inside front cover
3.7	Limitations on the scope or boundary of the report	Inside front cover
3.8	Basis for reporting on joint ventures, etc.*	Inside front cover
3.9	Data measurement techniques and bases of calculations including assumptions	Throughout this report
3.10	Restatements of information	Inside front cover, 38
3.11	Significant changes from previous reporting periods	8 – 11
GRI content index		
3.12	Table identifying the location of the disclosures in the report	44 – 47
Assurance		
3.13	Policy and practice for seeking independent assurance for report	11
4. Governance, commitments and engagement		
4.1	Governance structure including committees	12 – 14
4.2	Indicate whether chair of highest governance body is also an executive officer	12 – 14
4.3	Percent of independent directors	12 – 14
4.4	Mechanisms for shareholders and employees to provide recommendations/direction to highest governance body	14
4.5	Linkage between compensation and organisation's performance for members of highest governance body/senior executives	13
4.6	Process for the Board to ensure conflicts of interest are avoided	37 of the Annual Report
4.7	Processes for determining qualifications and expertise for guiding strategy	13 and 41 of the Annual Report
4.8	Mission and values statements, codes of conduct, principles relevant to economic, environmental and social performance, and status of implementation	8, 15
4.9	Procedures of highest governance body for overseeing economic, environmental and social performance including compliance and codes of conduct	12 – 14 and 34 – 43 of the Annual Report
4.10	Processes for evaluating performance of governance body with respect to economic, environmental and social performance	15
Commitments to external initiatives		
4.11	Explanation of how precautionary approach/principle is addressed by organisation	14
4.12	Externally developed, voluntary economic, environmental, and social charters, sets of principles, or other initiatives	14
4.13	Significant memberships in associations and/or advocacy organisations	14

* This report focuses on Northam's current operations at the Zondereinde mine and metallurgical complex

G3 Indicator	Description	Page
Stakeholder engagement		
4.14	List of stakeholder groups	7, 14
4.15	Basis for identification and selection of stakeholders with whom to engage	14
4.16	Approaches to stakeholder engagement, including frequency and type	14
4.17	Key issues raised through stakeholder engagement and how organisation has responded	14
Economic performance indicators		
Management approach		16
Economic performance indicators		
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	19
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	41
EC3	Coverage of the organisation's defined benefit plan obligations	18–19, 28, 30
EC4	Significant financial assistance received from government.	18
Market presence		
EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation	29
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation	20 – 21
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	28 – 29, 31
Indirect economic impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	32 – 33
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	18
Environmental performance indicators		
Management approach		36
Materials		
EN1	Materials used by weight or volume	37 – 39
EN2	Percentage of materials used that are recycled input materials	38
Energy		
EN3	Direct energy consumption by primary energy source	39 – 40
EN4	Indirect energy consumption by primary source	39 – 40
EN5	Energy saved due to conservation and efficiency improvements	39 – 40
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives	39 – 40
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	39 – 40
Water		
EN8	Total water withdrawal by source	37 – 39
EN9	Water sources significantly affected by withdrawal of water	38 – 39
EN10	Percentage and total volume of water recycled and reused	39
Biodiversity		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	41 – 42
EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	41 – 42
EN13	Habitats protected or restored	41 – 42
EN14	Strategies, current actions and future plans for managing impacts on biodiversity	41 – 42
EN15	Number of Red List species with habitats in areas affected by operations	42
Emissions, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight	40 – 41
EN17	Other relevant indirect greenhouse gas emissions by weight	40 – 41
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	40 – 41
EN20	NOx, SOx and other significant air emissions by type and weight	40 – 41
EN21	Total water discharge by quality and destination	41
EN23	Total number and volume of significant spills	37
Products and services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	40 – 41
Compliance		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	36

Reporting in line with GRI (continued)

G3 Indicator	Description	Page
Transport		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	40 – 41
Overall		
EN30	Total environmental protection expenditures and investments by type	41 – 42
Social performance: Labour practices and decent work performance indicators		
Management approach		28
Employment		
LA1	Total workforce by employment type, employment contract and origins of employees	28
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	29 – 30
Labour/management relations		
LA4	Percentage of employees covered by collective bargaining agreements	29
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	29
Occupational health and safety		
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	22, 27
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	22 – 23
LA8	Education, training, counselling, prevention and risk-control programmes in place to assist workforce members, their families or community members regarding serious diseases	25 – 27
LA9	Health and safety topics covered in formal agreements with trade unions	23
Training and education		
LA10	Average hours of training per year per employee by employee category	30
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	30
LA12	Percentage of employees receiving regular performance and career development reviews	30
Diversity and opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity*	29 – 31
LA14	Ratio of basic salary of men to women by employee category	28 – 29
Human Rights performance indicators		
Management approach		28
Investment and procurement practices		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	29
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	29
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	29
Non-discrimination		
HR4	Total number of incidents of discrimination and actions taken	29
Freedom of association and collective bargaining		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	29
Child labour		
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	29
Forced and compulsory labour		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	29
Security practices		
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	n/a

G3 Indicator	Description	Page
Indigenous rights		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	29
Society performance indicators		
Management approach		32
Community		
SO1	Nature, scope and effectiveness of any programmes and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting	32 – 33
Public policy		
SO5	Public policy positions and participation in public policy development and lobbying	23
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	13
Anti-competitive behaviour		
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and their outcomes	12
Compliance		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	13
Product responsibility performance indicators		
Management approach		34
Customer health and safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	34 – 35
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	34 – 35
Products and services		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	34 – 35
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	34 – 35
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	34 – 35
Marketing communication		
PR6	Programmes for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	34 – 35
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes	34 – 35
Customer privacy		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	34 – 35
Compliance		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	34 – 35

Northam is supportive of the Global Reporting Initiative's (GRI) G3 reporting guidelines and has provided an index above of compliance with the guidelines and the core performance indicators.

Northam has engaged external auditors Ernst & Young to assure certain key parameters and the group's compliance with its stated application level.

Northam has self-declared a B+ level of reporting.



Report application level		C	C+	B	B+	A	A+
Standard disclosures	G3 profile disclosures	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report externally assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report externally assured	Same as requirement for Level B	Report externally assured
	G3 management approach disclosures	Not required		Management approach disclosures for each indicator category		Management approach disclosed for each indicator category	
	G3 performance indicators and sector supplement performance indicators	Report on a minimum of 10 Performance Indicators, including at least one from each of: social, economic, and environment.		Report on a minimum of 20 performance indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.		Respond on each core G3 and sector supplement* indicator with due regard to the materiality principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	